

SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT

The parties to this Seventh Amendment to Employment Agreement (“Seventh Amendment”) are the Travis Central Appraisal District (“District”), acting by and through its Board of Directors, and Marya Crigler (“Employee”). The District and the Employee are sometimes referred to collectively herein as “the Parties.”

RECITALS

A. On December 1, 2011, District and Employee entered into that certain Employment Agreement regarding the terms and conditions of Employee’s employment as Chief Appraiser of the District (the “Original Agreement”).

B. The term of the Original Agreement commenced on December 1, 2011 and ended on December 31, 2012, and is renewable on an annual basis beginning on January 1, 2013. The Parties renewed the contract on an annual basis for years 2013, 2014, 2015, 2016, 2017 & 2018.

C. The Board of Directors (“Board”) has determined that it is desirable to renew the Original Agreement for another one (1) year period commencing on January 1, 2019 and ending on December 31, 2019, and to make such other amendments to the Original Agreement as are set forth below.

NOW THEREFORE, in consideration of the mutual covenants contained in this Seventh Amendment, Sixth Amendment, Fifth Amendment, Fourth Amendment, Third Amendment, Second Amendment, First Amendment, and in the Original Agreement, the Parties agree as follows:

AGREEMENT

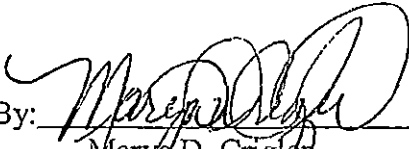
1. Effect of Recitals. The Parties agree that the foregoing recitals are true and correct.
2. Amendment to Section 3 – Compensation. – Section 3.1 of the Original Contract is hereby amended to read as follows:
 - 3.1 As compensation for services rendered hereunder, Employee shall be entitled to compensation from the District at the rate of \$210,080 (two hundred ten thousand eighty dollars and no cents). The compensation during each such employment year shall be payable in equal biweekly installments, prorated for any partial employment period. The Board of Directors also authorizes a one-time lump sum payment in the amount of \$10,100 (ten thousand one hundred dollars and no cents). The lump sum payments shall be payable on the pay date following the date this contract is signed.
3. Execution; Counterparts. To facilitate execution, this Seventh Amendment may be executed in any number of counterparts, and it will not be necessary that the signatures of all Parties be contained on any one counterpart. Additionally, for purposes of facilitating the execution of this Seventh Amendment: (a) the signature pages taken from separate, individually executed

counterparts of this Seventh Amendment may be combined to form multiple fully executed counterparts; and (b) a facsimile signature will be deemed to be an original signature for all purposes. All executed counterparts of this Seventh Amendment will be deemed to be originals, but all such counterparts, when taken together, will constitute one and the same instrument.

4. Defined Terms. All terms delineated with initial capital letters in this Seventh Amendment that are defined in the Original Agreement have the same meanings. Other terms have the meanings commonly ascribed to them.

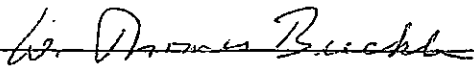
Dated to be effective as of January 1, 2019 (the "Effective Date").

EMPLOYEE:

By: 
Marya D. Crigler

Date: 1/14/19

TRAVIS CENTRAL APPRAISAL DISTRICT:

By: 
Printed Name: W. THOMAS BUCKLE

Title: CHAIR

Date: 1/14/19

SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT

The parties to this Sixth Amendment to Employment Agreement (“Sixth Amendment”) are the Travis Central Appraisal District (“District”), acting by and through its Board of Directors, and Marya Crigler (“Employee”). The District and the Employee are sometimes referred to collectively herein as “the Parties.”

RECITALS

- A. On December 1, 2011, District and Employee entered into that certain Employment Agreement regarding the terms and conditions of Employee’s employment as Chief Appraiser of the District (the “Original Agreement”).
- B. The term of the Original Agreement commenced on December 1, 2011 and ended on December 31, 2012, and is renewable on an annual basis beginning on January 1, 2013. The Parties renewed the contract on an annual basis for years 2013, 2014, 2015, 2016 & 2017.
- C. The Board of Directors (“Board”) has determined that it is desirable to renew the Original Agreement for another one (1) year period commencing on January 1, 2018 and ending on December 31, 2018, and to make such other amendments to the Original Agreement as are set forth below.

NOW THEREFORE, in consideration of the mutual covenants contained in this Sixth Amendment, Fifth Amendment, Fourth Amendment, Third Amendment, Second Amendment, First Amendment, and in the Original Agreement, the Parties agree as follows:

AGREEMENT

- Effect of Recitals. The Parties agree that the foregoing recitals are true and correct.
- Amendment to Section 3 – Compensation. – Section 3.1 of the Original Contract is hereby amended to read as follows:

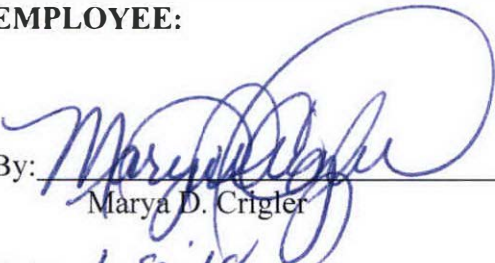
3.1 As compensation for services rendered hereunder, Employee shall be entitled to compensation from the District at the rate of \$202,000 (Two hundred two thousand dollars and no cents). The compensation during each such employment year shall be payable in equal biweekly installments, prorated for any partial employment period. The Board of Directors also authorizes a onetime lump sum payment in the amount of \$9,700 (nine-thousand seven hundred dollars and no cents). The lump sum payments shall be payable on the pay date following the date this contract is signed.
- Execution; Counterparts. To facilitate execution, this Sixth Amendment may be executed in any number of counterparts, and it will not be necessary that the signatures of all Parties be contained on any one counterpart. Additionally, for purposes of facilitating the execution of this Sixth Amendment: (a) the signature pages taken from separate, individually executed counterparts of this Sixth Amendment may be combined to form multiple fully executed

counterparts; and (b) a facsimile signature will be deemed to be an original signature for all purposes. All executed counterparts of this Sixth Amendment will be deemed to be originals, but all such counterparts, when taken together, will constitute one and the same instrument.

4. Defined Terms. All terms delineated with initial capital letters in this Sixth Amendment that are defined in the Original Agreement have the same meanings. Other terms have the meanings commonly ascribed to them.

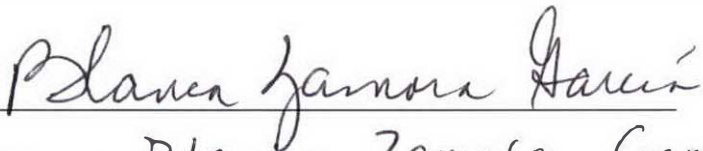
Dated to be effective as of January 1, 2018 (the "Effective Date").

EMPLOYEE:

By: 
Marya D. Crigler

Date: 1-8-18

TRAVIS CENTRAL APPRAISAL DISTRICT:

By: 
Printed Name: Blanca Zamora Garcia
Title: Chair
Date: 1-8-18

FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT

The parties to this Fifth Amendment to Employment Agreement (“Fifth Amendment”) are the Travis Central Appraisal District (“District”), acting by and through its Board of Directors, and Marya Crigler (“Employee”). The District and the Employee are sometimes referred to collectively herein as “the Parties.”

RECITALS

- A. On December 1, 2011, District and Employee entered into that certain Employment Agreement regarding the terms and conditions of Employee’s employment as Chief Appraiser of the District (the “Original Agreement”).
- B. The term of the Original Agreement commenced on December 1, 2011 and ended on December 31, 2012, and is renewable on an annual basis beginning on January 1, 2013. The Parties renewed the contract on an annual basis for years 2013, 2014, 2015 & 2016.
- C. The Board of Directors (“Board”) has determined that it is desirable to renew the Original Agreement for another one (1) year period commencing on January 1, 2017 and ending on December 31, 2017, and to make such other amendments to the Original Agreement as are set forth below.

NOW THEREFORE, in consideration of the mutual covenants contained in this Fifth Amendment, Fourth Amendment, Third Amendment, Second Amendment, First Amendment, and in the Original Agreement, the Parties agree as follows:

AGREEMENT

1. Effect of Recitals. The Parties agree that the foregoing recitals are true and correct.
2. Amendment to Section 3 – Compensation. – Section 3.1 of the Original Contract is hereby amended to read as follows:
 - 3.1 As compensation for services rendered hereunder, Employee shall be entitled to compensation from the District at the rate of one hundred ninety-four thousand dollars and no cents (\$194,000.00). The compensation during each such employment year shall be payable in equal biweekly installments, prorated for any partial employment period.
3. Execution; Counterparts. To facilitate execution, this Fifth Amendment may be executed in any number of counterparts, and it will not be necessary that the signatures of all Parties be contained on any one counterpart. Additionally, for purposes of facilitating the execution of this Fifth Amendment: (a) the signature pages taken from separate, individually executed counterparts of this Fifth Amendment may be combined to form multiple fully executed counterparts; and (b) a facsimile signature will be deemed to be an original signature for all purposes. All executed counterparts of this Fourth Amendment will be deemed to be

originals, but all such counterparts, when taken together, will constitute one and the same instrument.

4. Defined Terms. All terms delineated with initial capital letters in this Fifth Amendment that are defined in the Original Agreement have the same meanings. Other terms have the meanings commonly ascribed to them.

Dated to be effective as of January 1, 2017 (the "Effective Date").

EMPLOYEE:

By: 
Marva D. Crigler

Date: January 3, 2017

TRAVIS CENTRAL APPRAISAL DISTRICT:

By: 

Printed Name: RICHARD LAVINE

Title: CHAIRMAN, BOARD OF DIRECTORS

Date: Jan 3 2017

FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT

The parties to this Fourth Amendment to Employment Agreement ("Fourth Amendment") are the Travis Central Appraisal District ("District"), acting by and through its Board of Directors, and Marya Crigler ("Employee"). The District and the Employee are sometimes referred to collectively herein as "the Parties."

RECITALS

- A. On December 1, 2011, District and Employee entered into that certain Employment Agreement regarding the terms and conditions of Employee's employment as Chief Appraiser of the District (the "Original Agreement").
- B. The term of the Original Agreement commenced on December 1, 2011 and ended on December 31, 2012, and is renewable on an annual basis beginning on January 1, 2013. The Parties renewed the contract on an annual basis for years 2013, 2014 & 2015.
- C. The Board of Directors ("Board") has determined that it is desirable to renew the Original Agreement for another one (1) year period commencing on January 1, 2016 and ending on December 31, 2016, and to make such other amendments to the Original Agreement as are set forth below.

NOW THEREFORE, in consideration of the mutual covenants contained in this Fourth Amendment, Third Amendment, Second Amendment, First Amendment, and in the Original Agreement, the Parties agree as follows:

AGREEMENT

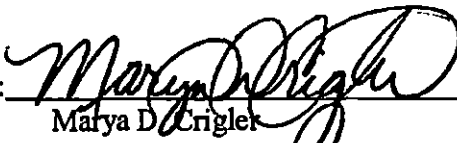
- Effect of Recitals. The Parties agree that the foregoing recitals are true and correct.
- Amendment to Section 3 – Compensation. – Section 3.1 of the Original Contract is hereby amended to read as follows:
 - 3.1 As compensation for services rendered hereunder, Employee shall be entitled to compensation from the District at the rate of one hundred eighty-three thousand six hundred dollars and no cents (\$183,600.00). The compensation during each such employment year shall be payable in equal biweekly installments, prorated for any partial employment period.
- Execution; Counterparts. To facilitate execution, this Fourth Amendment may be executed in any number of counterparts, and it will not be necessary that the signatures of all Parties be contained on any one counterpart. Additionally, for purposes of facilitating the execution of this Fourth Amendment: (a) the signature pages taken from separate, individually executed counterparts of this Fourth Amendment may be combined to form multiple fully executed counterparts; and (b) a facsimile signature will be deemed to be an original signature for all purposes. All executed counterparts of this Fourth Amendment will be deemed to be

originals, but all such counterparts, when taken together, will constitute one and the same instrument.

4. **Defined Terms.** All terms delineated with initial capital letters in this Fourth Amendment that are defined in the Original Agreement have the same meanings. Other terms have the meanings commonly ascribed to them.

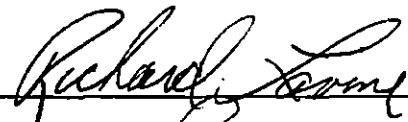
Dated to be effective as of January 1, 2016 (the "Effective Date").

EMPLOYEE:

By: 
Marya D. Crigler

Date: 1-28-16

TRAVIS CENTRAL APPRAISAL DISTRICT:

By: 
Printed Name: RICHARD LAVIGNE

Title: CHAIRMAN, BOARD OF DIRECTORS

Date: 1-28-16

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

The parties to this First Amendment to Employment Agreement ("First Amendment") are the Travis Central Appraisal District ("District"), acting by and through its Board of Directors, and Marya Crigler ("Employee"). The District and the Employee are sometimes referred to collectively herein as "the Parties."

RECITALS

- A. On December 1, 2011, District and Employee entered into that certain Employment Agreement regarding the terms and conditions of Employee's employment as Chief Appraiser of the District (the "Original Agreement").
- B. The term of the Original Agreement commenced on December 1, 2011 and ended on December 31, 2012, and is renewable on an annual basis beginning on January 1, 2013.
- C. The Board of Directors ("Board") has determined that it is desirable to renew the Original Agreement for another one (1) year period commencing on January 1, 2015 and ending on December 31, 2015, and to make such other amendments to the Original Agreement as are set forth below.

NOW THEREFORE, in consideration of the mutual covenants contained in this Second Amendment, First Amendment, and in the Original Agreement, the Parties agree as follows:

AGREEMENT

1. Effect of Recitals. The Parties agree that the foregoing recitals are true and correct.
2. Amendment to Section 3 – Compensation. – Section 3.1 of the Original Contract is hereby amended to read as follows:
 - 3.1 As compensation for services rendered hereunder, Employee shall be entitled to compensation from the District at the rate of One hundred eighty thousand and no cents (\$180,000.00) annually. The compensation during each such employment year shall be payable in equal biweekly installments, prorated for any partial employment period.
3. Execution; Counterparts. To facilitate execution, this First Amendment may be executed in any number of counterparts, and it will not be necessary that the signatures of all Parties be contained on any one counterpart. Additionally, for purposes of facilitating the execution of this First Amendment: (a) the signature pages taken from separate, individually executed counterparts of this First Amendment may be combined to form multiple fully executed counterparts; and (b) a facsimile signature will be deemed to be an original signature for all purposes. All executed counterparts of this First Amendment will be deemed to be originals, but all such counterparts, when taken together, will constitute one and the same instrument.

4. Defined Terms. All terms delineated with initial capital letters in this First Amendment that are defined in the Original Agreement have the same meanings in this First Amendment as in the Original Agreement. Other terms have the meanings commonly ascribed to them.

Dated to be effective as of January 1, 2015 (the "Effective Date").

EMPLOYEE:

By: Mary D. Crigler
Mary D. Crigler

Date: January 13, 2015

TRAVIS CENTRAL TAX APPRAISAL DISTRICT:

By: Richard Laine

Printed Name: RICHARD LAINE

Title: CHAIRMAN, BOARD OF DIRECTORS

Date: 1-13-15

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

The parties to this First Amendment to Employment Agreement ("First Amendment") are the Travis Central Appraisal District ("District"), acting by and through its Board of Directors, and Marya Crigler ("Employee"). The District and the Employee are sometimes referred to collectively herein as "the Parties."

RECITALS

- A. On December 1, 2011, District and Employee entered into that certain Employment Agreement regarding the terms and conditions of Employee's employment as Chief Appraiser of the District (the "Original Agreement").
- B. The term of the Original Agreement commenced on December 1, 2011 and ended on December 31, 2012, and is renewable on an annual basis beginning on January 1, 2013.
- C. The Board of Directors ("Board") has determined that it is desirable to renew the Original Agreement for another one (1) year period commencing on January 1, 2014 and ending on December 31, 2014, and to make such other amendments to the Original Agreement as are set forth below.

NOW THEREFORE, in consideration of the mutual covenants contained in this First Amendment and in the Original Agreement, the Parties agree as follows:

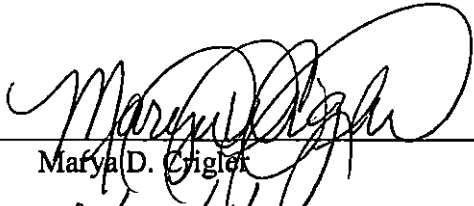
AGREEMENT

- Effect of Recitals. The Parties agree that the foregoing recitals are true and correct.
- Amendment to Section 3 – Compensation. – Section 3.1 of the Original Contract is hereby amended to read as follows:
 - 3.1 As compensation for services rendered hereunder, Employee shall be entitled to compensation from the District at the rate of \$ 152,000 annually. The compensation during each such employment year shall be payable in equal monthly installments, prorated for any partial employment period.
- Execution: Counterparts. To facilitate execution, this First Amendment may be executed in any number of counterparts, and it will not be necessary that the signatures of all Parties be contained on any one counterpart. Additionally, for purposes of facilitating the execution of this First Amendment: (a) the signature pages taken from separate, individually executed counterparts of this First Amendment may be combined to form multiple fully executed counterparts; and (b) a facsimile signature will be deemed to be an original signature for all purposes. All executed counterparts of this First Amendment will be deemed to be originals, but all such counterparts, when taken together, will constitute one and the same instrument.

4. Defined Terms. All terms delineated with initial capital letters in this First Amendment that are defined in the Original Agreement have the same meanings in this First Amendment as in the Original Agreement. Other terms have the meanings commonly ascribed to them.

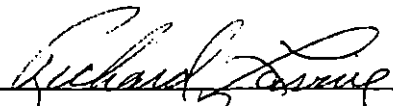
Dated to be effective as of January 1, 2014 (the "Effective Date").

EMPLOYEE:

By: 
Marya D. Cygler

Date: 2/27/14.

TRAVIS CENTRAL TAX APPRAISAL DISTRICT:

By: 

Printed Name: RICHARD LAVIGNE

Title: CHAIR, BOARD OF DIRECTORS

Date: FEB 18, 2014

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

The parties to this First Amendment to Employment Agreement ("First Amendment") are the Travis Central Appraisal District ("District"), acting by and through its Board of Directors, and Marya Crigler ("Employee"). The District and the Employee are sometimes referred to collectively herein as "the Parties."

RECITALS

- A. On December 1, 2011, District and Employee entered into that certain Employment Agreement regarding the terms and conditions of Employee's employment as Chief Appraiser of the District (the "Original Agreement").
- B. The term of the Original Agreement commenced on December 1, 2011 and ended on December 31, 2012, and is renewable on an annual basis beginning on January 1, 2013.
- C. The Board of Directors ("Board") has determined that it is desirable to renew the Original Agreement for another one (1) year period commencing on January 1, 2013 and ending on December 31, 2013, and to make such other amendments to the Original Agreement as are set forth below.

NOW THEREFORE, in consideration of the mutual covenants contained in this First Amendment and in the Original Agreement, the Parties agree as follows:

AGREEMENT

- Effect of Recitals. The Parties agree that the foregoing recitals are true and correct.
- Amendment to Section 3 – Compensation. – Section 3.1 of the Original Contract is hereby amended to read as follows:
 - 3.1 As compensation for services rendered hereunder, Employee shall be entitled to compensation from the District at the rate of \$135,000 annually. The compensation during each such employment year shall be payable in equal monthly installments, prorated for any partial employment period.
- Execution; Counterparts. To facilitate execution, this First Amendment may be executed in any number of counterparts, and it will not be necessary that the signatures of all Parties be contained on any one counterpart. Additionally, for purposes of facilitating the execution of this First Amendment: (a) the signature pages taken from separate, individually executed counterparts of this First Amendment may be combined to form multiple fully executed counterparts; and (b) a facsimile signature will be deemed to be an original signature for all purposes. All executed counterparts of this First Amendment will be deemed to be originals, but all such counterparts, when taken together, will constitute one and the same instrument.

4. Defined Terms. All terms delineated with initial capital letters in this First Amendment that are defined in the Original Agreement have the same meanings in this First Amendment as in the Original Agreement. Other terms have the meanings commonly ascribed to them.

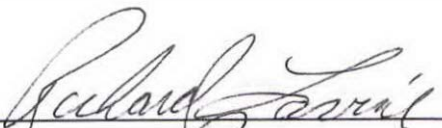
Dated to be effective as of January 1, 2013 (the "Effective Date").

EMPLOYEE:

By: 
Marya D. Crigler

Date: January 14, 2013

TRAVIS CENTRAL TAX APPRAISAL DISTRICT:

By: 

Printed Name: RICHARD LAVINE

Title: CHAIR, BOARD OF DIRECTORS

Date: JAN 15 2013

EMPLOYMENT AGREEMENT

This Employment Agreement is entered into effective as of December 1, 2011, by and between the Travis Central Appraisal District ("District"), acting by and through its Board of Directors ("Board"), and Marya Crigler ("Employee").

ARTICLE 1 TERM OF EMPLOYMENT

1.1 The District hereby employs Employee and Employee hereby accepts such employment, subject to the provisions contained in this Agreement.

1.2 Unless earlier terminated in accordance with the provisions of Article 6 below, the term of this Agreement shall commence on December 1, 2011, and end on December 31, 2012.

1.2 The District may, by action of the Board, and with the consent and approval of the Employee, extend the term of this Agreement on an annual basis beginning January 1, 2013.

ARTICLE 2 DUTIES OF EMPLOYEE

2.1 Employee is hereby employed as Chief Appraiser of the Travis Central Appraisal District and shall work at 8314 Cross Park Drive, Austin, Texas, and at such other place or places as may be required or directed by the District. Employee shall be the chief administrator of the appraisal office and may employ and compensate professional, clerical, and other personnel as provided by the budget, with the exception of a general counsel to the appraisal district. Employee shall perform all statutory and other legal duties and responsibilities of her office as required by law, provided that she may delegate authority to her employees. Employee shall perform any duties necessary to implement Board policies and achieve Board goals and any other specific duties assigned by the Board.

2.2 Employee shall perform the duties of chief appraiser with reasonable care, diligence, skill, and expertise. Employee shall devote her entire productive time, ability, and attention to the business of District during the term of employment specified in Article 1 herein. Employee shall not directly or indirectly render any services of a business, commercial, or professional nature to any other person or organization, whether for compensation or otherwise, without the prior written consent of the Board.

2.3 During the term of employment specified in Article 1 herein, Employee shall not, directly or indirectly, either as an employee, employer, consultant, agent, principal, partner, stockholder, corporate officer, director, or in any other individual or representative capacity, engage or participate in any business that is in competition or incompatible with in any manner whatsoever the business of District or with the duties and responsibilities of Employee.

2.4 Employee shall attend all meetings of the Board, both open to the public and closed, unless a majority of the Board determines that Employee should be excluded. Employee shall make regular reports to the Board. Employee generally shall be excluded from all or a portion of

those closed meetings devoted to the consideration of any matter regarding the chief appraiser's employment, the chief appraiser's salary and benefits, and the chief appraiser's evaluation and from those closed meetings devoted to interpersonal relationships among or between individual Board members.

2.5 Employee agrees that all of her notes, correspondence, working papers and other work product that pertain or relate to the business of the District or to the work-related duties and responsibilities of Employee shall be the exclusive property of the District.

2.6 During the term of employment specified in Article 1 herein, Employee is required to maintain the Registered Professional Appraiser designation.

ARTICLE 3 COMPENSATION

3.1 As compensation for services rendered hereunder, Employee shall be entitled to compensation from the District at the rate of \$129,000 annually. The compensation during each such employment year shall be payable in equal monthly installments, prorated for any partial employment period.

3.2 In connection with its annual review of Employee's performance pursuant to Article 4 below, the Board shall review Employee's compensation and authorize increases to be included in the District's budget as deemed appropriate. Any adjustment to compensation shall be made effective January 1 of the following year and shall be reflected as a written addendum to this Agreement or in a new agreement.

3.3 In addition to the salary herein provided, Employee shall be entitled to a car allowance in the amount of \$8,250 annually, payable in equal monthly installments with each monthly payment of salary during the period of employment, prorated for any partial employment period. This car allowance is in lieu of any payment or reimbursement for mileage or gasoline.

3.4 The District shall reimburse Employee for all actual and necessary expenses, tuition and other fees, and costs of materials incurred, excluding mileage reimbursement, in attending a course, training conference, or other meeting to enhance the performance of her duties. The District will also reimburse Employee, for necessary, customary, and usual expenses incurred by the Employee in connection with District business

3.5 If Employee dies prior to the expiration of the term of employment, any accrued but unpaid salary or benefits due from the District under this agreement as of the date of her death shall be paid to her executors, administrators, heirs, personal representatives, successors, and signs.

ARTICLE 4 PERFORMANCE EVALUATION

During the initial term of this Agreement, the Board shall review the performance of the Employee at least twice, first in March 2012, and again in August 2012. Thereafter, the Board shall review the performance of the Employee at least once each year during the month of

August unless the parties agree otherwise. However, the Board, at its discretion, may evaluate and assess the performance of the Employee as many times during the year as it deems appropriate. The annual performance reviews shall be in writing and in accordance with criteria adopted by the Board with the input of Employee.

ARTICLE 5 EMPLOYEE BENEFITS

Medical and Dental Benefits

5.1 The District agrees to include the Employee in the hospital, surgical, and medical benefit plan adopted by the District for all eligible employees on the same basis as other eligible employees.

Group Life Insurance

5.2 The District agrees to include Employee under the District's group term life insurance policy on the same basis as other eligible employees.

Retirement Plan

5.3 The District agrees to include Employee under the retirement plan adopted by the District on the same basis as other eligible employees.

Vacation Pay

5.4 Employee shall be entitled to vacation provisions on the same basis as other eligible employees, with Employee.

Holidays

5.5 Employee shall be entitled to holidays with full pay on the same basis as other employees.

Sick Leave

5.6 Employee shall be entitled to sick leave benefits on the same basis as other employees.

ARTICLE 6 TERMINATION OF AGREEMENT

6.1 This Agreement may be terminated by the mutual agreement of the Employee and the Board in writing, upon such terms and conditions as are mutually agreed.

6.2 This Agreement shall be terminated upon the retirement or death of Employee.

6.3 This Agreement shall be terminated upon the expiration of the term of this Agreement.

6.4 The Board may terminate this Agreement, upon written notice, for good cause. For purposes of this Agreement "good cause" is defined, generally, as failure to perform duties or responsibilities within the scope of employment or as set forth under the terms and conditions of this Agreement that a chief appraiser of ordinary prudence would have done under the same or similar circumstances, including any conduct that is inconsistent with the continued existence of the Board-chief appraiser relationship. Conduct giving rise to "good cause" includes, but is not limited to:

- (1) An act of fraud, embezzlement, theft, or misappropriation, in connection with Employee's duties or in the course of her employment with the District;
- (2) Misuse of District property;
- (3) Intentional damage to District property;
- (4) Unauthorized disclosure of District confidential information;
- (5) Falsifying records or documents related to the District's activities;
- (6) Misrepresentation of facts to the Board or representatives of the taxing jurisdictions;
- (7) Conviction of a felony or any crime involving moral turpitude; conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony; deferred adjudication for a felony or any crime involving moral turpitude, when the conviction or deferred adjudication occurs during the term of employment;
- (8) Assault or harassment of any employee or any conduct that endangers or has the potential to endanger the health or safety of one or more employees;
- (8) Engaging in any personal misconduct of such a serious nature that Employee's continued employment adversely affects the District's business, integrity or reputation;
- (9) Failure to perform the duties required by the Employee's position as Chief Appraiser of the District;
- (10) Insubordination or failure to comply with written or oral directives issued by action of the Board or Board policies;
- (11) Unsatisfactory performance of required or assigned duties as determined by the Board in good faith;
- (12) Violation of the District's drug and alcohol policy as set forth in the District's personnel manual;
- (13) Failure to meet the District's standards of professional conduct, including those set forth in the Code of Ethics;
- (14) Failure to comply with reasonable professional development requirements;
- (15) Failure to spend sufficient time to fully carry out the functions required by the Employee's position as Chief Appraiser of the District;

- (16) Failure to make a reasonable effort to achieve and maintain an effective working relationship or good rapport with the representatives of the District's taxing jurisdictions, the public, or staff, unless the relationship or good rapport is not achieved or maintained due to no fault of Employee;
- (17) Failure to make a reasonable effort to achieve and maintain an effective working relationship or good rapport with the Board, for any reason, in its sole and final determination; or
- (18) Any other reason constituting "good cause" under Texas law.

6.5 The Board may terminate this Agreement at any time for any reason and without cause, upon written notice to Employee and payment of severance benefits as specified below. The written notice to Employee will include the effective date of the termination, which will be no less than 30 days from the date the written notice is sent.

6.6 In the event the Employee is terminated without cause by the District and Employee is willing and able to perform her duties under this Agreement, the District agrees to pay, in addition to any other accrued but unpaid salary and/or benefits, a severance payment equal to six months' salary excluding car allowance. This amount shall be paid in a lump sum within ten days following the effective date of termination.

6.7 If the District determines that Employee has become disabled for any reason, including long-term physical or mental illness, so that it reasonably appears to the District that Employee will be unable to perform the essential functions of her position under this agreement, the District shall have the option to immediately terminate this agreement, subject to the requirements of the Americans with Disabilities Act Amendments Act and the Family and Medical Leave Act, by giving written notice of such determination to Employee.

6.8 If this Agreement is terminated during the term of the Agreement, Employee shall be entitled to receive compensation for any accrued salary and/or benefits earned up to the effective date of termination but not paid to Employee. Employee is not entitled to receive any additional salary and/or benefits thereafter, except as provided as severance in accordance with section 6.6.

ARTICLE 7 GENERAL PROVISIONS

7.1 Any notices required to be given in writing hereunder by either party to the other may be effected either by personal delivery or by mail, registered or certified, postage prepaid with return receipt requested, addressed to Employee at _____, and to the District by mailing to each member of the Board at the address at which such member ordinarily receives correspondence from the Travis Central Appraisal District. Any party may change the notice address by written notice in accordance with this paragraph.

7.2 This Agreement embodies the entire understanding between the parties and cannot be varied except by written agreement of the undersigned parties and Board approval of the new or additional writing at a lawfully called meeting. Any existing contracts, whether oral or written, between the parties regarding the employment of Employee are superseded by this Agreement,

and this Agreement constitutes the entire agreement between the parties unless amended pursuant to this paragraph or other specific terms of this Agreement.

7.3 This Agreement shall be governed by and construed in accordance with the laws of the State of Texas.

7.4 Employee is required to reside in Travis County, Texas or a contiguous county as a condition of employment under this Agreement.

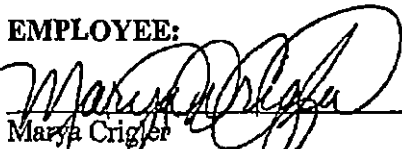
7.5 In the event of any conflict between the terms, conditions, and provisions of this Agreement and the provisions of the Board's policies or any permissive state or federal law, the terms of this Agreement shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.

7.6 If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions shall remain in full force and effect, as if this agreement had been executed without any such invalid provisions having been included.

7.7 This Agreement may be executed in any number of counterparts, each of which will be deemed to be an original and all of which when taken together constitute but one and the same instrument.

EXECUTED at the City of Austin, County of Travis and State of Texas, this 1 day of ~~December~~ November, 2011, pursuant to action of the Board of Directors at a meeting held on November 21, 2011, for which there was a properly posted agenda that included an item related to employment of a chief appraiser.

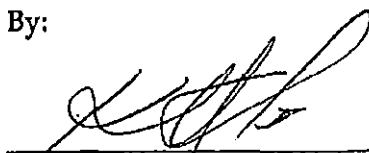
EMPLOYEE:


Marya Crigler

11/30/11
Date

TRAVIS CENTRAL APPRAISAL DISTRICT

By:



Kristoffer S. Lands
Vice Chairman of the Board of Directors